

<p style="text-align: center;">SOUTH DAKOTA ARMY NATIONAL GUARD ACTIVE GUARD/RESERVE (AGR) VACANCY ANNOUNCEMENT</p>

OFFICE OF THE ADJUTANT GENERAL
2823 West Main Street
Rapid City, SD 57702-8170

OPEN AGR ADVERTISEMENT: 15-45

OPENING DATE: 17 July 2015

CLOSING DATE: 18 August 2015

Applications are now being accepted to create a qualified applicant list for future positions in the Recruiting and Retention force for the following AGR program Full-Time National Guard Duty (FTNGD) tour under provisions of section 502 (f), title 32, United States Code. Persons interested in this tour may apply by submitting the required documents listed in the instructions section of this announcement. Those meeting the requirements, to include passing the interview process will be qualified for future openings. Questions concerning this notice may be directed to SDHRO at (605) 737-6672 or DSN 747 6672.

POSITION: Recruiting and Retention Non-commissioned Officer
MOS: 79T
MAX GRADE: SFC /E-7
UNIT: SDARNG Recruiting and Retention Battalion
LOCATION: To Be Determined on a case by case basis based on the needs of the State
SALARY: Full military pay and allowances to the military grade of the selectee.
SELECTING SUPV: LTC Kory Knight, Recruiting and Retention Battalion Commander, Rapid City, SD 57702-8186
LENGTH OF TOUR: New AGR accessions will be placed on an initial AGR tour of 3 years. A subsequent tour is dependent on the needs of the AGR program, meeting the qualifications for a subsequent tour outlined in AR 135-18, and subject to the approval of the Adjutant General based on the recommendation of a Tour Continuation Board.

AREA OF CONSIDERATION (in priority sequence):

1. South Dakota Army National Guard (SDARNG) Full-Time Support Personnel.
 - a. Current SDARNG AGR soldiers in the grades of E4, E5, E6 and E7
 - b. Current SDARNG Military Technicians in the grades of E4, E5, E6 and E7 are eligible for an AGR tour. (Reference AGR Program Initial Entry Requirements)
2. Members of the SDARNG in the grades of E4, E5, E6 and E7 eligible for an AGR tour. (Reference AGR Program Initial Entry Requirements)
3. Persons eligible to become members of the SDARNG in the grades of E4, E5, E6 and E7. (Reference AGR Program Initial Entry Requirements)

APPLICATION INSTRUCTIONS: Interested persons may apply by submitting the following documents:

1. A completed "Application for Active Guard/Reserve (AGR) Position" – **NGB Form 34-1**.
2. Copy of Enlisted Records Brief (ERB) with ASVAB Line Scores visible.
3. A copy of your Most recent Medical Operational Data System (MODS) Individual Medical Readiness Record (IMRR)
4. Most recent AITS height and weight printout
5. Most recent **DA Form 5500 or 5501**[If height and weight listed on AITS height and weight printout are above the limits of Table 1 (Screening Table Weight) AR 600-9]
6. Most recent three **(3) NCOERs**. A letter of recommendation or performance evaluation must be submitted on soldiers not requiring an NCOER.
7. Statements of all active service performed (i.e. **DD Form 214, NGB Form 23a (or 23b), and/or DD Form 1506**). Current SDARNG AGR soldiers need not submit item 7.
8. Individuals from other services contact the HRO office for assistance in document requirements.

Incomplete application packages will be returned to the applicant without action.

ALL CURRENT MEMBERS OF THE RECRUITER POOL MUST REAPPLY TO BE CONSIDERED FOR FUTURE POSITIONS IN THE RECRUITING AND RETENTION FORCE.

Applications must be received at the address below by close of business on the closing date(s) indicated above. Applicants may be subject to personal interview upon notification of time and location. **Prior to interviews, candidates will be evaluated on the basis of the information contained in their application package.** The rating and ranking process utilized will review institutional training and education, operational assignments, and self-development.

APPLICATION PACKAGES MAY BE MAILED TO: OFFICE OF THE ADJUTANT GENERAL
ATTN: HR-AGR
2823 West Main Street
Rapid City, SD 57702-8170

The SDARNG is an equal opportunity employer. All qualified applicants will receive consideration for the above position irrespective of race, color, religion, gender or national origin. Either male or female enlisted soldiers can fill this position as a result of the Army's Direct Combat Probability Coding System.

AGR PROGRAM ENTRY REQUIREMENTS: Applicants must meet the following requirements:

- * Applicant must have a GT of 110 or higher - GT is waivable to 100 if the ST score is 100 or more. If GT is less than 110 and ST is less than 100 - not eligible to apply until scores are raised. If GT is less than 100 - not eligible to apply until scores are raised.
- * A favorable Periodic Health Assessment PHA within 12 months prior to initial entry into the AGR program. Applicants must meet the procurement physical standards of AR 40-501 chapter 3. **Applicants will not be considered if the results of the PHA are disqualifying whether or not it is recommended for waiver consideration. Applicants with approved waivers on file will be considered.**
- * Human Immune Deficiency Virus (HIV) testing for all soldiers is within 24 months prior to initial entry into the AGR program.
- * All AGR soldiers will sign the Certificate of Agreement and Understanding prior to being ordered to FTNGD in the AGR program.
- * Enlisted soldiers must meet reenlistment or extension standards in NGR 600-200, chapter 7.
- * Soldiers must have at least 3 years remaining on their current enlistment on the first day of their initial AGR tour.
- * Soldiers must have completed initial entry training before submitting an application for the AGR vacancy.
- * Soldiers must meet APFT and weight control standards per AR 350-15 and AR 600-9.
- * Soldiers must be able to serve at least 5 years on FTNGD status prior to completing 18 years of Active Federal Service (AFS) and/or the date of mandatory removal from an active status based on ages or service.
- * Must have the potential to be qualified in the MOS authorized for the AGR duty position within 12 months of the date ordered to FTNGD.
- * Applicants in the grade of SGT, SSG or SFC must have completed the appropriate NCOES to retain that grade.
- * Soldiers whose records are flagged IAW AR 600-8-2 are ineligible for entry into the AGR program until the flag is lifted.
- * Applicants must possess, or obtain a security clearance required by the position for which applying (NGR 604-10).
- * Selectees will be approved by the Adjutant General or his designated representative.

POSITIONS OF SIGNIFICANT TRUST (POST) REQUIREMENTS:

Applicants applying for POST positions must meet all the requirements listed below prior to becoming eligible for acceptance into the AGR program. After State Level Checks have come back favorable, applicants can be hired in a temporary ADOS status until NGB Level Checks come back favorable.

State Level Checks/Requirements (COL (O6) Appointing Authority):

- Must not have a Type I or Type II Offense (See HQDA EXORD 193-14, Annex B)
- Must be able to produce a favorable National Agency Check with Law and Credit (NACLC)
- Must complete a Department of the Army Sensitive Duty Assignment Eligibility Questionnaire (DA Form 7424)
- Must not be listed on the National Sex Offender Public Website
- Must receive favorable results after completing a DD Form 369
- Must complete, and provide, a Behavioral Health Interview (DA Form 3822) to local RRBN CDR.

NGB Level Required checks (POC ARNG-GSS/HRP):

- Must have favorable results from:
 - Department of Army Inspector General (DAIG)
 - Criminal Investigation Division (CID)
 - Office of Military Personnel File Review
 - Army Substance Abuse Program

POSTION TITLE: Recruiting and Retention Noncommissioned Officer (R&R NCO)

AUTHORIZED GRADE: SSG/E-6 and/or SFC/E-7

DUTY MOS: 79T4O

RELATED EXPERIENCE: Experience as Squad/Section Leader/ and or Sales or Sales Maintenance desired.

1. SPECIAL REQUIREMENTS:

- a. MILITARY EDUCATION: As required in NGR 600-200 and current ARNG Professional Development Program (PDP) requirement.
- b. CIVILIAN EDUCATION: High School graduate or GED equivalent. Associate Degree desired.
- c. Knowledge of organization and mission of the Army National Guard. Extensive knowledge of the Army National Guard Recruiting and Retention Program (Strength Maintenance) and the Maintenance of the Full Time Recruiting and Retention Force (FTRRF).
- d. Creative Writing Skills
- e. Excellent speaking ability.

2. SUPERVISORY CONTROLS: Works under the supervision and control of the Strength Maintenance Non Commissioned Officer in Charge (SM NCOIC) in an assigned area of the state. Performs duties with minimum supervision. After receiving formal schooling, general guidance and the Strength Maintenance (recruiting, retention and attrition management) Mission. Performance is evaluated and reviewed for accomplishment of mission and long, mid, and short-range objectives.

3. JUSTIFICATION: This position is located in a designated Strength Maintenance (Recruiting, Retention and Attrition Management) area of the state dictated by the mission. The individual is responsible for the accomplishment of the 3 tenants of Strength Maintenance (Recruiting, Retention and Attrition Management) in assigned area. Individual is responsible for seeking qualified applicants within assigned area and affecting the enlistment of sufficient individuals to achieve recruiting objectives. Individual is also charged with the responsibility of identifying, recommend corrective action, solving problems and/or taking corrective action on issues affecting retention in area of responsibility. Individual assesses the effectiveness of local recruiting and retention incentive/awards program and makes recommendations for changes.

4. POSTION DESCRIPTION: Serves as the Strength Maintenance NCO in an assigned area of the state. Is responsible for the accomplishment of their Strength Maintenance Mission (Recruiting, Retention and Attrition Management) in assigned area of responsibility.

- a. Establishes and maintains contacts in sufficient numbers and within proper markets to achieve recruiting objectives.
- b. Achieves recruiting, retention and attrition management goals for assigned area.
- c. Assists commanders in implementing Strength Maintenance programs to enhance retention.
- d. Establishes and maintains effective centers of influence/very influential persons in schools, civic groups, local governing bodies and supported units.

4. POSTION DESCRIPTION: (cont)

- e. Conducts visits to all organizations/units in assigned area to discuss/plan the 3 tenants of Strength Maintenance activities to meet the strength goal
- f. Pre-qualifies prospects to ensure enlistment criteria is met.
- g. Conducts prospecting and lead generating activities in assigned area.
- h. Evaluates the retention/attrition environment and assists, recommends and/or takes action to correct deficiencies.
- i. Prepares and maintains Strength Maintenance objectives, statistics, records and files on recruiting, retention and attrition Maintenance activities in assigned area.
- j. Ensures commanders and leaders in assigned area understand and are proficient in the 3 tenants of Strength Maintenance (Recruiting, Retention and Attrition Management) and provide the necessary training.
- k. Establishes and maintains a good working relationship with supported units.
- l. Presents formal and informal presentations to various schools and civic groups to generate leads for enlistment.
- m. Conducts presentations and briefings as required to unit/organizations.
- n. Establishes liaison with local radio, television and newspaper agencies.
- o. Evaluates applicants occupational, educational and physiological background in an effort to determine National Guard programs with specific individual appeal.
- p. Arranges the administration of the Armed Services Vocational Battery (ASVAB) or Army Classification Battery (ACB) and explains results to applicants.
- q. Gathers individual data and prepares forms and documents incident to enlistment processing.
- r. Arranges for applicants transportation, meals and lodging where required.